

ABSTRACT

Riska Juwita Sari (2024). *The Influence of Organizational Culture and Work Discipline on Employees' Performance at the Baturaja Barat Sub District Office.* Under the guidance of Rosmala Dewi, S.E., M.Si. and Palupi Indah Sari, S.Kom., M.M.

This research aimed to determine the influence of Organizational Culture (X1) and Work Discipline (X2) on Employees' Performance (Y) at the Baturaja Barat Sub District Office. The data collection technique used in this research was the distribution of questionnaires with a population of 44 individuals. The analysis method used was quantitative, employing multiple linear regression analysis. Based on the partial analysis results, there was a significant influence of the Organizational Culture variable on Employees' Performance at the Baturaja Barat Sub District Office with a t-value (4.731) > t-table (2.019). There was also a significant influence of the Work Discipline variable on Employees' Performance at the Baturaja Barat Sub District Office with a t-value (4.565) > t-table (2.019). Simultaneously, the results showed a significant influence of Organizational Culture and Work Discipline on Employees' Performance at the Baturaja Barat Sub District Office with an F-value (25.927) > F-table (3.23). The obtained coefficient of determination (R²) was 0.579. This indicated that the contribution of Organizational Culture (X1) and Work Discipline (X2) to Employees' Performance (Y) was 55.8%, while the remaining 44.2% was influenced by other variables outside this research, such as knowledge, work motivation, leadership, work environment, and others (Kasmir, 2020:189).

Keywords: *Organizational Culture, Work Discipline, Employees' Performance*

ABSTRAK

Riska Juwita Sari (2024). Pengaruh Budaya Organisasi dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Kecamatan Baturaja Barat. Dibimbing oleh ibu Rosmala Dewi, S.E., M.Si. selaku pembimbing I dan ibu Palupi Indah sari, S.Kom., M.M. selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya Organisasi (X_1) dan Disiplin Kerja (X_2) Terhadap Kinerja Pegawai (Y) di Kantor Kecamatan Baturaja Barat. Teknik pengumpulan data dalam penelitian ini melalui penyebaran kuisioner dengan jumlah populasi sebanyak 44 orang. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linier berganda. Berdasarkan hasil analisis secara parsial ada pengaruh yang signifikan variabel Budaya Organisasi terhadap Kinerja Pegawai di Kantor Kecamatan Baturaja Barat dengan nilai $t_{hitung} (4,731) > t_{tabel} (2,019)$. Ada pengaruh yang signifikan variabel Disiplin Kerja terhadap Kinerja Pegawai di Kantor Kecamatan Baturaja Barat dengan nilai $t_{hitung} (4,565) > t_{tabel} (2,019)$. Secara simultan didapatkan ada pengaruh signifikan Budaya Organisasi dan Disiplin Kerja terhadap Kinerja Pegawai di Kantor Kecamatan Baturaja Barat dengan nilai $F_{hitung} (25,927) > F_{tabel} (3,23)$. Koefisien Determinasi (R^2) yang diperoleh sebesar 0.579. Hal ini menunjukkan bahwa sumbangan pengaruh Budaya Organisasi (X_1) dan Disiplin Kerja (X_2) terhadap Kinerja Pegawai (Y) sebesar 55,8% sedangkan sisanya 44,2% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pengetahuan, motivasi kerja, kepemimpinan, lingkungan kerja dan lain-lain (Kasmir, 2020:189).

Kata Kunci : Budaya Organisasi, Disiplin Kerja dan Kinerja Pegawai.